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*Personnel*

Problems with Existing Agency Personnel Management as Seen by DCI  
Over Three-Year Span

1. Employees do not feel personalized attention and interest.
2. Many personnel policies and procedures not understood.
3. Intensive employee resentment at way vacancies are filled.
4. System clearly fails to predict needs, e.g., ups and downs of promotions, accessions, retirements.
5. No provision at all for DCI establishment of policies.
6. Resentment at arbitrariness of promotion decisions.
7. Tendency to keep hangers-on who are not needed or even undesirable.
8. System has not developed leaders, managers--

Employees feel it deeply.

Results show it clearly.

cc: DDCI

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